

**CITY OF ARCADIA**  
**BENEFITS SUMMARY - ARCADIA PUBLIC WORKS EMPLOYEES ASSOCIATION (APWEA)**  
(04/01/2014 - 6/30/2018)

**RETIREMENT – CalPERS**

Optional contract benefits include:

- Post-Retirement Survivor Allowance § 21624 & 21626
- Third Level of 1959 Survivor Benefits § 21573
- Credit for Unused Sick Leave § 20965
- Pre-Retirement Option 2W Death Benefit § 21548 (employee pays .138% cost share)
- Military Service Credit as Public Service § 21024
- Military Service Credit for Retired Persons § 21027

**Tier I Retirement Benefits (hired prior to 07/01/2011)**

- 2.5% @ 55 formula
- Employee pays 7% employer cost through cost share
- Employee pays 1% employee cost
- EPMC: 7% paid by City is reported as special compensation
- Single highest year calculation
- For eligible employees: employee & spouse retiree medical benefits until Medicare eligible

**Hybrid Retirement Benefits (hired 7/1/2011-10/8/2011)**

- 2.5% @ 55 formula
- Single highest year calculation
- 8% Employee Share paid by Employee

**Tier II Retirement Benefits (hired on or after 10/9/2011)**

- 2% @ 60 formula
- 3 Year Final Compensation
- 7% Employee Share paid by Employee

**New CalPERS Members PEPRA (hired on or after 01/01/2013)**

- 2% @ 62 formula
- 3 Year Final Compensation
- 6.75% Employee Share paid by Employee (50% of normal cost)

**SICK LEAVE**

Accrual – 3.693 hours per pay period

Max. accumulation – 2,000 hours      No Buyback

**VACATION**

<u>Years of Svc</u>	<u>Hrs pp</u>	<u>Hrs Per Yr</u>	<u>Max Accrual</u>
0-5	3.07	80	200
6-10	4.61	120	300
11-15	5.22	136	340
15+	6.15	160	400

Max. accumulation – amount accrual in 65 pay periods (2 ½ yrs).

City will buy back vacation equal to amount taken during the year, not to exceed 80 hours.

**HOLIDAYS**

	13 Days (hours vary each year)
New Year's Day	Thanksgiving Day
President's Day	Friday following Thanksgiving Day
Memorial Day	Christmas Eve – 4 hours
Independence Day	Christmas Day
Labor Day	New Year's Eve – 4 hours
Admission Day	Floating Holiday – MLK's birthday
Veteran's Day	Floating Holiday – Employee b-day

**UNIFORMS**

City provides 7 sets of uniforms, consisting of shirts & trousers.

Fleet employees receive 11 sets.

**TUITION LOAN/REIMBURSEMENT (Fiscal Year)**

Maximum loan or reimbursement, including on campus parking fees and textbooks shall be paid at the rate of \$4,126 for undergraduate courses and \$5,062 for graduate courses. Courses, specialized training, or degree programs must be job related and pre-approved by Department Head and Human Resources Administrator.

**MEDICAL AND DENTAL INSURANCE**

- CalPERS Medical Plans and Delta Dental Plans
- Benefit allowance of \$ 946/month
- Benefit allowance effective July 1, 2015, \$976/month
- Benefit allowance effective July 1, 2016, \$1,007/month
- Balance can be taken as additional compensation or applied to a deferred compensation plan

**VISION INSURANCE (Vision Service Plan)**

City paid vision plan for employee and dependents

**LIFE INSURANCE (The Standard Insurance)**

\$25,000 Life & AD&D benefit

Additional Voluntary Life plans available through carrier

**LONG TERM DISABILITY (The Standard Insurance)**

Maximum benefit \$1,300/month

90-day benefit waiting period

Optional Buy-Up plan available

**STABILITY PAY**

Maximum of \$500 for employees hired before 01/01/83

**LONGEVITY PAY**

Based on the following formula:

<u>Completed Years of Service</u>	<u>Amount Per Pay Period</u>
5 – 9 Years	\$42.02
10 – 14 Years	\$63.04
15 Years and beyond	\$84.06

**DEFERRED COMPENSATION**

Income may be deferred through plans with ICMA-RC and/or Nationwide Retirement Solutions.

**COMPUTER LOAN PROGRAM**

Up to \$2,500 interest free loan and payroll deduction

**HEALTH & DEPENDENT CARE SPENDING ACCOUNTS**

Maximum \$2,500 Health/\$5,000 Dependent Care annually for 2013

Sign up during Open Enrollment – Calendar Year Plans

**EMPLOYEE ASSISTANCE PROGRAM**

Through Managed Health Network